

**Journey Toward Wholeness Transformation Committee
Report to the UUA Board of Trustees
January, 2005**

Current JTWTC members:

Rev. Sofia Craethnenn (chair), Rev. Monica Cummings, Rev. Sean Parker Dennison, Bob Gross, Matt Moore, Julio Noboa, Charles Bluestein Ortman (BOT liaison), Taquiena Boston (President's Representative), Simona Munson (UUA Staff Support)

Our Charge:

The charge of the Journey Toward Wholeness Transformation Committee, as established by the 1997 General Assembly, affirmed by the UUA Board of Trustees in January 1998, April 2000, and most recently reaffirmed in January 2004 is "to strategically plan, coordinate, monitor, assess and guide the transformation of the UUA into an authentic anti-racist, anti-oppressive, multicultural faith community."

At its January 2004 meeting, the UUA Board of Trustees charged our committee with a two year focus on monitoring and assessment.

Where Things Are Now:

The simplest way to describe the committee is "in transition." Because all but one of our members have served for less than a year, we are still developing a sense of ourselves as a committee and of the work we are charged to do.

We have worked hard to get to know each other and come to understand each member's commitment and perspective on the task that has been set before us. We have engaged in training on issues of oppression and begun to form and articulate our own methods and goals in doing anti-racism, anti-oppression and multiculturalism work. Of utmost importance to us is the necessity of building strong relationships with, between and among the various stakeholders in this work.

Building relationships takes time and effort. We are only beginning to find ways to become visible, invite others into conversation, search out common ground, and sometimes repair relationships with people who are committed to transforming the UUA into the anti-racist, anti-oppressive and multicultural community we long to be. We have worked hard and are proud to share with you the following accomplishments:

- Feb. 2004—Created a weblog (<http://stepbystep.blogs.com/step/>) to help make our work transparent and encourage dialogue.
- June 2004—Planned and conducted two workshops at GA Long Beach encouraging participants to share stories of “Congregations on the Journey” and brainstorm ways the Association could be helpful with the work of anti-racism, anti-oppression, and multiculturalism (these comments are on the weblog, and were sent to Revs. William Sinkford and Tracey Robinson-Harris).
- Ongoing—Rebuilding and strengthening relationships with stakeholders through liaisons with our committee.
- November 2004—Reviewed the entire Ministerial Credentialing process through an anti-racist, anti-oppressive, multicultural lens, made recommendations to the Ministerial Fellowship Committee, and met with David Pettee to discuss suggested changes.
- November 2004—Met with Bill Sinkford and Kay Montgomery to clarify and deepen our vision of anti-racism, anti-oppression, and multiculturalism work in the association and the work of the committee.
- March 2004, November 2004—Engaged in training on the intersections of oppressions, class issues, and disability issues.
- December 2004—Sent a committee member to meet with the District Executives and District Program Consultants at their big meeting.

Upcoming:

- March 2005—Meeting at Meadville Lombard with the school’s Anti-racism team and with seminarians of color organization.
- June 2005—Working with the President’s and Moderator’s office to create an event for congregational presidents at General Assembly to help ground this work in our congregations. One part of this may be the creation of new language and a new, compelling vision of Unitarian Universalist congregations as the center of our work to become an anti-racist, anti-oppressive, multicultural association.
- We are currently considering performing an assessment of the UUMA guidelines similar to the one we did of the credentialing process.
- Working with Starr King School for the Ministry and Meadville Lombard Theological School to assess (and then help publicize) the work they are doing in the areas of anti-racism, anti-oppression, and multiculturalism.

Vision:

There are two very exciting aspects of our work that we would like to share with you and lay the groundwork for a face to face conversation in April. We remain committed to engaging in the work of monitoring and assessment discussed with the Board last January as you can see from all that we have accomplished

in the last year and planned for the months ahead. That said we have engaged in some very fruitful conversations with core members of the UUA staff that are leading us in exciting directions for future vision.

Primarily we are in agreement with Bill Sinkford that it is critical to further ground this work at the congregational level. This rooting will require several things – many of them relational and engaging. The vision of changing the conversation in order to inspire a renewed or beginning commitment from our member congregations seems critical. This is a time when we need to create new language to describe the anti-racism, anti-oppression, and multiculturalism efforts of the Association.

There needs to be not only language, but also inspiration and storytelling for the work at hand. We spoke with Bill Sinkford about his “Bring Many Names” approach – the importance of describing the pluralism (the Beloved Community, the Kingdom of God, Standing on the Side of Love) of how we approach anti-racism, anti-oppression, and multiculturalism.

There is the concern that the “wholeness” of the Journey Toward Wholeness was never completely articulated. That time has come. It is our hope that we might spend some time with you in April exploring where this effort might go on an Association-wide level, and how you see your role as visionaries and ambassadors of this work.

We are hoping to tie-in the beginning stages of this visioning with our engagement with the Congregational Presidents at General Assembly. The more that can be done to ensure that the drive for a new expression is shaped by our member congregations, the better.

We look forward to meeting with you in just a few months.

Respectfully submitted,

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Rev. Monica Cummings
Rev. Sean Parker Dennison
Bob Gross
Matt Moore
Julio Noboa
Rev. Charlie Ortman (Board Liaison)